

**POSSIBLE BENCHMARKS FOR PROFESSIONAL SCHOOLS AND DEPARTMENT OF SOCIAL STUDIES OF  
MEDICINE (CAS PROFESSIONAL AND TT)**

**SCHOOL OF COMMUNICATION SCIENCES AND DISORDERS**

**IHSP**

**SCHOOL OF NURSING**

**SCHOOL OF PHYSICAL AND**

**OCCUPATIONAL THERAPY**

**DEPARTMENT OF SOCIAL STUDIES OF**

**MEDICINE**

**Teaching Quantity**

Number of courses taught

Number of course credits taught

Number of graduate students supervised

**Teaching quality**

Course Evaluations (student) and staff feedback, compared to means of the School

Participates or leads innovation in teaching (teaching methods, course design)

Uses student feedback including course evaluations to improve the course,

Facilitates formal workshops related to teaching and learning for faculty

Participates in interprofessional education initiatives

Contributes to the development of policies on teaching and learning within the School and University

Sets national standards for educational programs

Involvement in the educational initiatives of the Faculty of Medicine (e.g., Curriculum council chair, Faculty development leader, Education Executive FOM)

**Research: Quantity and Quality of Publications**

Peer-reviewed published abstracts and proceedings;

Book chapters, books

Number of peer-reviewed journal articles-- authorship order and quality of journals to be considered

Non-traditional publications (e.g., media, policy papers)

**Research: Grants and awards received**

Receipt of Internal grant or collaborator on an internal grant

Co-investigator on peer-reviewed grants

PI or nominated PI on peer-reviewed external grant (size of grant may be considered)

Competitive external salary award

National and International awards

**Research: Scientific and scholarly activities**

Local talks

Participates in internal review of grants

Presentations of submitted communications (oral or poster) at national or international conferences

Reviews manuscripts for journals (number of reviews and quality of journals to be considered)

Participates in ad hoc external peer review of grants of provincial, national and international funding organizations

Sits on peer-review grant committees of provincial, national and international funding organizations

Invitation to assess promotion from another institution; invitation to review another unit, department, or faculty

Editorial Board member (quality of journals to be considered)

Serves as Editor or Associate Editor of peer-reviewed journal (quality of journals to be considered)

Invited lectures/symposia for national or international meetings

Chair or Scientific Officer of external funding agency committee

Leads Public Health or Research Policy decision and implementation

Keynote speaker at national or international conferences

**Administrative Contributions: Department administration**

Number of department/school committees in which participates

Chairs department/school committees

Serves as Program Director or Associate Director in the school

**Administrative Contributions: University administration**

Number of Faculty/University committees in which participates

Serves as Pro-Dean

Serves as chair of a Faculty/University committee

Administrative position at the Faculty (eg Associate Dean) or University level (eg vice-Principal)

Chairs University department/school

**Administrative contributions: Outside organization**

Number of committees (local/provincial/national/international) of a Professional, Scholarly or Community Organization

Member (or leading role) of national and international conference planning committee

External Policy advisor (eg, government)

Standing member of a Public Agency Advisory committee

Recipient of award for service to professional or lay organization or the community

**Professionalism and Collegiality**

General willingness to contribute to the program/school when needed

Promotes effective collaboration and team-building

Respectful and positive and works well with others; fosters an environment that promotes fairness and respect,

Responds positively to new responsibilities in teaching and/or administration

Solution-oriented which includes contributing to discussion and helping to follow up on solutions;

Courteous, flexible and receives feedback easily;

Serves as a positive and ethical role model to trainees and peers;

Mentors junior colleagues

Degree of attendance at meetings and other activities of the School

Attends faculty meetings

Committed to the school's mission

